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ABSTRACT

This booklet urges teachers to teach in North Carolina, explaining that North Carolina is fast-growing with much to offer. North Carolina has a strong commitment to improving schools and has received high marks on a national report card for academic standards, student assessment, and providing equitable resources. The framework of educational progress in North Carolina is the ABCs of public education (Accountability, Basics, and maximum local Control). A key initiative is the Excellent Schools Act, a comprehensive plan for improving student achievement, reducing teacher attrition, and rewarding teacher knowledge and skills. There is a growing partnership among North Carolina public schools, leading businesses, and state universities to apply quality management principles in the classroom. Most North Carolina school systems have access to educational technology including the Internet. Teachers have varied opportunities for professional growth and development. Project Transition to Education/Troops to Teachers is designed to attract and assist professionals seeking to begin second careers in teaching. Eligibility for teacher certification is based on satisfactory completion of an approved teacher education program and state testing requirements. North Carolina teachers are employed by local boards of education but paid on a state salary schedule. Teachers are eligible for significant leave and provided with insurance and retirement funds. (SM)

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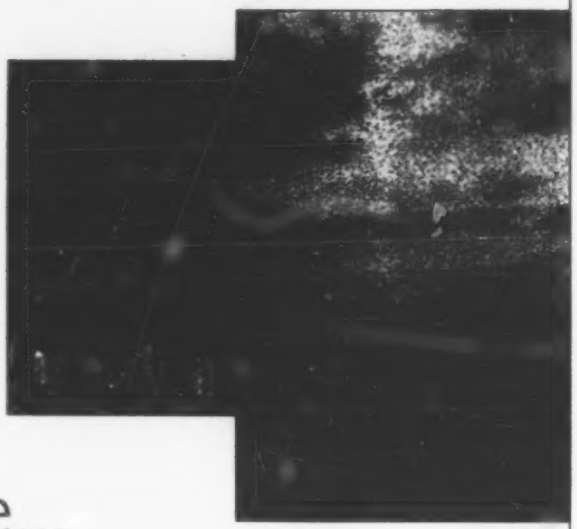

Make a difference in a state that's making a difference...

Teach in North Carolina

SP038372

Public Schools of North Carolina
State Board of Education
Department of Public Instruction

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"In North Carolina, our children face a very difficult and competitive future... It is only through public education that they will meet the challenges of the 21st century... But they can't do it alone... They need the dedication and commitment of teachers... We must see to it that every student has a great teacher and a great school that enables them to burgeon out all that is within them."

Governor James B. Hunt Jr.
Inaugural Address
January 1997

"For years many of our educators, led by North Carolina Governor Jim Hunt and the National Board for Professional Teaching Standards, have worked very hard to establish nationally accepted credentials for excellence in teaching."

President William J. Clinton
State of the Union Address
February 1997

"We invite you to come and teach in North Carolina. You can give our children the inspiration that will make a difference in their lives and in our state."

Monty Coggins
1997-98
NC Teacher of the Year
Cabarrus County

Michael E. Ward
State Superintendent
Department of Public Instruction

A State That's Making a Difference.....

With a diverse economy, an emphasis on technology and a superior quality of life, North Carolina has become one of the fastest growing states in the country. Time and again, businesses have come to North Carolina and been able to succeed far beyond their expectations.

Top talents at those companies, and at the state's excellent universities, are moving to the forefront in their respective fields. There's a real feeling of excitement that for decades to come, being in North Carolina will mean being in the right place, at the right time, in the world marketplace for products and ideas.

Then, there's the added bonus that North Carolina is still a state where people don't feel overrun by forces they can't control...there's a respect for the individual....a sense of community....a spirit that working alone or with others you can make a difference.

Teaching in North Carolina... Preparing for the New Millennium

North Carolina has a strong commitment to improving schools and the courage to be at the leading edge of school reform in the country. In the first national report card on America's schools, the state received high marks for setting academic standards, assessing student performance and providing equitable resources.

"North Carolina is constantly working to improve the educational system, and teachers are included in these efforts along the way. Being given the chance to teach children, as well as influence decisions about education at a higher level, is a powerful experience."

Scott Griffin
1996-97
North Carolina
Teacher of the Year
Gaston County

"In North Carolina teachers are at the forefront of reform. Teachers are venturing outside of the confines of their own classrooms to find creative solutions that will foster student achievement."

Jim Brooks
1996-97 Northwest(NC)
Teacher of the Year
Wilkes County

The New ABCs of Public Education

The framework for educational progress in North Carolina is the new ABCs of Public Education. The program includes a focus on strong **A**ccountability, an emphasis on the **B**asics and high educational standards, and maximum local **C**ontrol.

Through the ABCs, educators are given much more control over the schools in which they work and flexibility to make their own decisions. They are able to determine the best methods for improving student achievement and rewarded and recognized for their success.

In addition to systemic efforts to raise academic standards, North Carolina's approach to improving education also includes raising teacher standards and teacher salaries.

Excellent Schools Act

Another key initiative is the Excellent Schools Act, a comprehensive plan for improving student academic achievement, reducing teacher attrition, and rewarding teacher knowledge and skills. Elements of the plan include:

- Raising teacher salaries
- Rewarding teachers for achievement under the ABCs, earning National Board Certification and completing a master's degree program
- Providing substantial salary increases at strategic points in a teacher's career
- Paying teachers extra for special assignments like mentoring new teachers, helping students experiencing academic difficulty and participating in professional development activities
- Enhancing standards for teacher preparation
- Strengthening support for beginning teachers
- Providing meaningful and continued professional development opportunities for all teachers

Signing of the Excellent Schools Act

Governor James B. Hunt, Jr.
June 1997

"Both new and experienced teachers have the opportuntity to try new things in North Carolina."

Karen Dameron
1996-97 Northeast(NC)
Teacher of the Year
Martin County

Quality Management in the Classroom

There is a growing partnership among North Carolina public schools, leading businesses and state universities to apply quality management principles to the classroom. Thousands of teachers and students are successfully using quality tools and processes to improve their learning as well as increase pride in achieving their goals. The program is currently operating in more than 25 school systems across the state.

Safe and Orderly Schools

North Carolina is committed to ensuring safe and orderly schools. Statewide funding for alternative schools, a focus on character education and strong support for teachers in dealing with disruptive students have contributed to positive learning environments. Additionally, North Carolina's Smart Start program for pre-schoolers is providing early intervention and helping children enter school better prepared to learn.

Instructional Technology

Realizing the importance of technology in preparing students for the new millennium, public schools have been rapidly expanding and improving their use of technology in accordance with state and local instructional technology plans.

Nearly all the state school systems have access to the Internet. There is one microcomputer for every six students, much better than the national average of one computer for every nine students.

Efforts are under way to provide for three to five networked computer systems and software for every K-5 classroom in the state and to provide laptop computers for every teacher in grades 4-8.

"The use of technology in my math classes is preparing students for the new millenium."

Lois G. Moye
1995-96 Southeast(NC)
Teacher of the Year
Pamlico County

"NCCAT *is a magical place where teachers can learn and return to their classrooms with a new outlook. It may be the only professional development center of its kind in the country.*"

Reneé Coward
1996-97 West(NC)
Teacher of the Year
Jackson County

Professional Growth and Development

Teachers in North Carolina have a wealth of opportunities for professional growth and development. As chairman of the National Board for Professional Teaching Standards, Governor Hunt has made national certification of teachers a top priority in the state. North Carolina encourages teachers to earn national certification by paying the $2,000 application fee, providing leave to work on certification materials and giving them an annual bonus. North Carolina has more National Board certified teachers than any other state.

The North Carolina Center for the Advancement of Teaching (NCCAT) provides renewal experiences for outstanding teachers. The Center, set in the North Carolina mountains, is dedicated exclusively to the advancement of teaching as an art and as a profession.

The North Carolina Teacher Academy conducts one-week sessions each summer on a number of different topics including Integrating Technology into Classroom Instruction, Teaching Children through their Individual Learning Styles, Using Reading Styles to Improve Student Achievement and Creating Professional Workplaces in Schools and Classrooms.

North Carolina is also leading efforts to better prepare college students to make the transition into the profession. The state administers a strong scholarship program for prospective teachers

State universities are moving from the traditional student teaching assignment to a full-year internship in a public school classroom. All beginning teachers have assigned to them a mentor teacher

"Teachers in North Carolina are fortunate to have an array of professional development opportunities."

Robin Little
1996-1997 Central(NC)
Teacher of the Year
Johnston County

"North Carolina has wonderfully friendly people who adopted this 'Yankee' and made her part of their family. My teaching career really took off because of the opportunities I've received in North Carolina."

Carol de Ramon,
1996-97 Northeast(NC)
Teacher of the Year
Greene County

Finding a Job in North Carolina

North Carolina is committed to recruiting qualified candidates for teaching positions.

Contacting the Department of Public Instruction is a first step to finding out about teaching jobs in North Carolina. To learn more about becoming a teacher in North Carolina, visit the Licensure and Employment Section on the Department of Public Instruction's web site on the Internet (URL:http://www.dpi.state.nc.us). You will find information on salaries and benefits, job fairs, licensure requirements, job vacancies, approved teacher education programs, and an application. You may also call Licensure at 919-733-4125 (outside North Carolina) or 1-800-577-7994 (within North Carolina).

The Employment Security Commission is another source of job listings. The web site is www.esc.state.nc.us. You may also contact school systems directly.

Project Transition to Education/Troops to Teachers

Project Transition to Education/Troops to Teachers is designed to attract and assist professionals seeking to begin a second career in education. For additional information, call 1-888-878-1600 or visit the web site (www.ofps.dpi.state.nc.us/OFPS/t3).

Qualifying for a License

Eligibility for a teaching license in North Carolina is based on satisfactory completion of an approved teacher education program and state testing requirements. North Carolina has established reciprocity based on interstate agreements with 30 other states.

If you taught in North Carolina and want to return to the profession, you may renew your license directly through the state or you may contact a local school system. The school system will contact the state to validate your license. You can request a Renewal Packet from the DPI Licensure Section. A voice response unit is available 24 hours a day to answer many licensing inquiries at 919-733-0377 (outside North Carolina) and 1-800-884-TCHR (within North Carolina).

For professionals in other fields who wish to teach, North Carolina has a number of programs to ease the transition. The lateral entry program enables people to begin teaching while earning their licensure. For more information on lateral entry, contact the Licensure Section.

"Teachers who truly love the profession and the work with students naturally feel accountable to themselves."

Deana Deason
1995-96 Southwest(NC)
Teacher of the Year
Gaston County

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"We must be prepared to accept the challenge of educating the students of our future... it all begins with the approach, "Reach them...Teach them."

Vernestine Kent Taylor
1995-96
North Carolina
Teacher of the Year
Wilson County

Salaries and Benefits

North Carolina teachers are employed by local boards of education; however teachers are paid on a state salary schedule. Most local systems provide salary supplements and additional benefits. Teachers also receive compensation for continuing service. After completing 10 years of service, teachers qualify for longevity pay.

Leave

Teachers in North Carolina are eligible to earn:

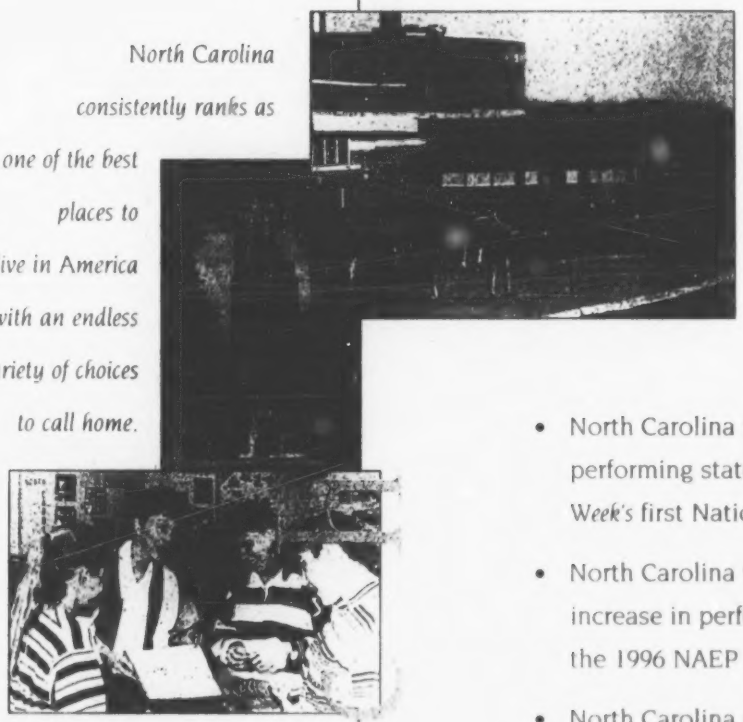
- holiday leave
- vacation leave
- sick leave
- extended sick leave
- voluntary shared leave
- educational leave
- professional leave
- military leave
- personal leave
- family and medical leave
- newborn/adoptive parent leave
- leave of absence without pay

Insurance

North Carolina teachers are provided:

- health benefits
  - coverage for hospital and medical expenses
  - employer pays for individual coverage
  - dependent coverage available at employee's expense
- unemployment
- disability income
- worker's compensation

North Carolina consistently ranks as one of the best places to live in America with an endless variety of choices to call home.



- North Carolina ranked among the top 12 performing states in education in *Education Week's* first National Report Card.
- North Carolina was tied for the largest increase in performance of fourth graders on the 1996 NAEP math assessment.
- North Carolina students posted the highest SAT scores ever in 1996 after seven straight years of improvement, a rate unequaled by any other state in the nation.
- More than one third of NC's teachers have post-graduate degrees.
- North Carolina currently educates 1.2 million children in grades K-12.
- Over the next ten years, NC will hire approximately 75,000 teachers.

"My own educational journey is far from being over...I will continue to use many of my experiences to help students..."

Charles Alonzo
1995-96 West(NC)
Teacher of the Year
Mitchell County

Retirement

The North Carolina Teachers' and State Employees' Retirement System is one of the country's soundest. Employees contribute 6 percent of their monthly salaries, and employers contribute approximately 11 percent of employee wages to the retirement system.

In addition, school employees are eligible to participate in two state-sponsored supplemental retirement plans. The Deferred Compensation Plan and the State 401(k) Plan allow school employees to save for retirement through tax sheltered programs.

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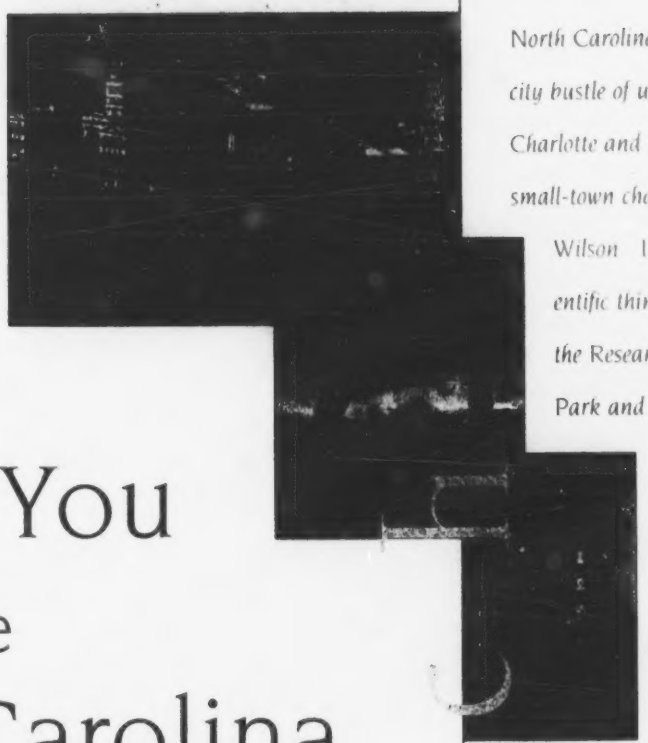

We Invite You To Make North Carolina Home!

North Carolina is the big city bustle of uptown Charlotte and the quaint, small-town charm of Wilson. It is the scientific think-tank of the Research Triangle Park and the historic town of New Bern.

North Carolina is the magic of mountain life, the richness of rural settings and the calm of coastal living.

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